



**NORTH CAROLINA COMMUNITY COLLEGES  
PRESIDENT**

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**The North Carolina Community College System invites nominations and applications for the appointment of President.**

2023



BUFFKIN / BAKER

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## AN OPPORTUNITY OF A LIFETIME

The North Carolina Community College System is seeking bold, visionary, and exceptional leadership to head our 58-college System. This candidate will serve as the architect of the future of North Carolina's economic engine and as the bridge between North Carolinians and the great careers in their communities. Leading the North Carolina Community College System is a career-defining opportunity to bolster and shape the premier community college system in the country and chart our state forward through this dynamic time. For our next leader, it's the opportunity of a lifetime.

There's no better location for this role. North Carolina community colleges are primed for exponential growth in the next decade. For the right person, the System brings an environment for significant enrollment increases, breakthrough ideas and strategies, new and expanded partnerships, team development and statewide leadership, and a national platform to make North Carolina the flagship model for community college system success.

**The secret is out:** North Carolina is the place for talent and talent-seekers. NC is home to a powerhouse economic development machine that continuously ranks as one of the top in

the country in business climate, tax rate, and workforce development. In key industry growth sectors of technology, life sciences and biotech, and emergency technologies, North Carolina is attracting and retaining our nation's best companies, including Apple, Google, HondaJet, Toyota, Truist, and Wolfspeed. And our industry partners have taken notice with college-industry partnerships and a thriving state-wide apprenticeship program driving enrollment growth across the state.

The North Carolina Community College System has world-class partnerships with our state and local Chamber of Commerce, North Carolina Economic Development Association, Economic Development Partnership of North Carolina, and industry and trade associations. The University of North Carolina System offers partnership opportunities with 16 premier four-year institutions, which have statewide articulation agreements and many localized program agreements for seamless 2+2 transfer options.

## WHERE WE ARE:

- › Third-largest community college system in the country servicing all 100 counties within a 30-minute drive or less access to local campuses and opportunities for post-pandemic enrollment acceleration.
- › Our graduates are the economic engine of North Carolina. Three years after graduation, nearly 80% of community college students live and work in North Carolina.
- › From 2009 to 2019, a third of all North Carolina workers were community college alumni, totaling 1.7 million individuals and earning \$60 billion in wages in 2020.
- › Our registered apprenticeship program served nearly 17,000 North Carolinians in 2020, an 8% increase year-to-year.
- › North Carolina community colleges serve as talent pipelines for new or expanding companies and prepare customized training solutions to improve existing workforce talent. The System currently supports 255 new projects and serves 527 companies across the state. In total, college instructors prepare more than 20,000 customized trainees for businesses each year.



## WHERE WE'RE GOING:

- › Developing a first-in-class workforce is the #1 priority for the North Carolina General Assembly and the Governor. The state has set a goal of equipping two million North Carolina residents with high-quality credentials and training by 2030.
- › The North Carolina General Assembly is laser focused on workforce development, which provides opportunities for growth, resourcing, and public-private innovation.
- › North Carolina is striving to be #1 in computer science education and pathways. The state is currently training 2,000 computer science teachers for careers in K-12 schools.
- › A new System Strategic Plan focuses on recruitment and retention of System talent, increasing access and enrollment, providing resources for student success, developing the most competitive workforce in the country, and increasing and improving state funding and the System allocation formula.



**#1 STATE**  
For Business – CNBC



**9x NATL AVG.**  
Population Growth  
Rate



**170% ROI**  
Track Record -  
ApprenticeshipNC

# OUR MISSION

The mission of the North Carolina Community College System is to open the door to high-quality, accessible educational opportunities that minimize barriers to post-secondary education, maximize student success, develop a globally and multi-culturally competent workforce, and improve the lives and well-being of individuals by providing:

- Education, training and retraining for the workforce including basic skills and literacy education, occupational and pre-baccalaureate programs.
- Support for economic development through services to and in partnership with business and industry and in collaboration with the University of North Carolina System and private colleges and universities.
- Services to communities and individuals which improve the quality of life.



# THE COMMUNITY COLLEGES

North Carolina's 58 comprehensive community colleges provide:

## STUDENTS

- Instruction for academic credentials or transfer to a four-year college or university
- Short-term workforce training to prepare individuals for relevant occupations and careers
- Early & Middle College High Schools
- Linked, seamless academic pathways in Career and Technical Education (CTE)
- Career and College Promise (CCP) courses for current high school students
- Adult literacy programs or English as a Second Language
- High School Equivalency
- Military & Veterans Services

## BUSINESS, INDUSTRY, & ENTREPRENEURS

- Entrepreneurship training and counseling through the Small Business Center Network
- NCEdge Customized Training to prepare or retrain workers for business expansions, relocations, and productivity enhancements
- BioNetwork training to support life sciences and biopharma companies
- Statewide Registered Apprenticeship Program, ApprenticeshipNC
- Collaboration with employers and stakeholder partners to establish industry-validated NC Workforce Credentials

## COMMUNITIES

- Community healthcare providers
- Trained Public Safety first-responders and 911 telecommunicators
- Talent pipelines for booming IT, Biotech, Automotive, Construction Trades, and Advanced Manufacturing sectors among others

# THE STATE BOARD AND SYSTEM OFFICE

The North Carolina General Assembly has delineated the purposes and major roles of the State Board of Community Colleges and the Community College System Office in the North Carolina General Statutes (quoted below).

## STATEMENT OF PURPOSE

*"The purposes of this Chapter are to provide for the establishment, organization, and administration of a system of educational institutions throughout the State offering courses of instruction in one or more of the general areas of two-year college parallel, technical, vocational, and adult education programs, to serve as a legislative charter for such institutions, and to authorize the levying of local taxes and the issuing of local bonds for the support thereof. The major purpose of each and every institution operating under the provisions of this Chapter shall be and shall continue to be the offering of vocational and technical education and training, and of basic, high school level, academic education needed in order to profit from vocational and technical education, for students who are high school graduates or who are beyond the compulsory age limit of the public school system and who have left the public schools [and for eligible youth of any age serving in certain youth correctional facilities]. The Community Colleges System Office is designated as the primary lead agency for delivering workforce development training, adult literacy, and adult education programs in the State."*

## COMMUNITY COLLEGES SYSTEM OFFICE

*"The Community Colleges System Office shall be a principal administrative department of state government under the direction of the State Board of Community Colleges and shall be separate from the free public school system of the State, the State Board of Education, and the Department of Public Instruction. The State Board has authority to adopt and administer all policies, regulations, and standards which it deems necessary for the operation of the System Office."*

In addition to the important administrative roles identified in North Carolina General Statutes, the System Office and the State Board play several critical roles for the System as described below.

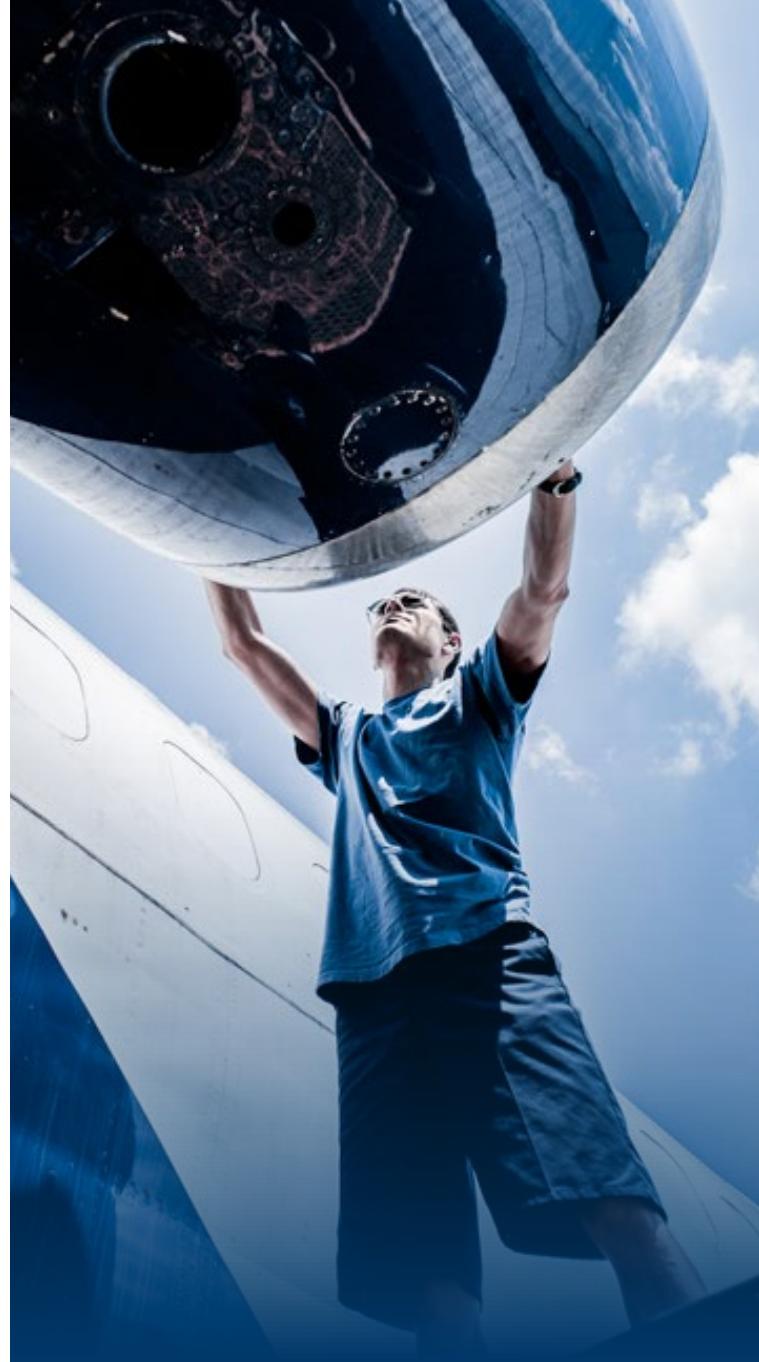
- **State-Level Planning and Leadership** – Through its strategic planning process, the State Board has used its planning and leadership role to develop a plan that is responsive to the challenges identified by college leaders and forward-looking in serving the state of North Carolina.
- **Advocacy** – The State Board is the chief advocate for the Community College System and works with presidents and local trustees to develop and promote a legislative agenda and engage in other forms of advocacy.
- **Convening** – Colleges are constantly developing creative and innovative solutions to local challenges. The State Board and the System Office together promote best practices, share innovations, and bring together collective wisdom to address critical local, regional, and state challenges.
- **Data and Research** – The System Office collects data from all 58 colleges and partners with other education and workforce partners to track progress, evaluate programs, and identify both challenges and promising practices.
- **Technology And Financial Systems, Services, and Operational Support** – the System Office provides the technology and financial systems and services that enable colleges to operate smoothly, obtain and manage funds, and provide instruction and support to students.

# NCCCS STRATEGIC PLAN 2022 - 2026: LEADING THROUGH CHANGE

North Carolina community colleges have continuously demonstrated the ability to adapt to changes and be on the forefront of developing innovative strategies to meet the needs of businesses, individual communities, and most importantly, students. NCCCS remains the most affordable postsecondary education option in the state, despite decades of rising higher education costs.

NC community colleges are also pioneers in virtual learning, work-based and simulated education, training, workforce preparation, and supporting economic development. The NCCCS remains grounded by the open-door philosophy, is well positioned to welcome students from increasingly diverse backgrounds and provides proven pathways to reach educational and career goals.

In September 2021, the State Board of Community Colleges launched a strategic planning process, a “Call to Action,” that examined the challenges and opportunities facing the state and the system. After reviewing data and stakeholder input, the Board defined five goals focused on the most pressing priorities facing the NCCCS. Focusing on attainment of these interlocking goals will further strengthen the ability of the NCCCS to be the gateway to meaningful careers and serve as the engine for economic growth. The open-door philosophy heralded by Dallas Herring, the father of the NC Community College System, remains the foundation of the System. Keeping the doors of opportunity open to everyone will be essential to foster the talent necessary for continued prosperity.



# LEADING THROUGH CHANGE

# STRATEGIC GOALS

**GOAL 1:** Recruit and retain top talent to enable the North Carolina Community College System to educate and prepare the State's workforce.

**GOAL 2:** Increase access and enrollment at North Carolina community colleges to meet the state's educational attainment goal and expand postsecondary opportunities.

**GOAL 3:** Provide resources inside and outside the classroom for all students to successfully enroll, persist, and complete a career program of study.

**GOAL 4:** Provide education, training, and credentials to develop the most competitive workforce in the nation.

**GOAL 5:** Increase state funding, streamline the allocation formula, and implement practices to improve system effectiveness.

A continued strength of the NCCCS is its ability to collaborate with workforce and economic development entities, other education sectors, businesses and industries, community organizations, and government partners. The Community College System's priorities and strategies intentionally connect to the state's economic development and educational outcomes and the overarching goal for North Carolina to be "First in Talent."

An equally important driver is the state's educational attainment goal for North Carolina: to have two million working-age, career-ready individuals with a postsecondary degree or credentials by 2030. The NCCCS embraced this goal as its own through a State Board resolution approved in 2019.

The past four years have revealed that no agency can forecast all its challenges or opportunities. The NCCCS will work toward the goals in the 2022-2026 strategic plan, a living plan that will be adjusted as needed to meet the needs of stakeholders. The system will continue to be the nimble, responsive, and innovative catalyst serving North Carolina's students, businesses, and communities. For more information regarding the NCCCS strategic plan, please [click here](#). For additional information about the NCCCS, please [click here](#).



## LIVING & WORKING IN RALEIGH, NC

Home to the state capitol of Raleigh, Wake County has a population of 1.1 million people and is growing more than twice as fast as the rest of the state. Composed of 12 different municipalities ranging from suburban living to city dwelling to rural life, Wake County has it all. Short commutes, easy access to nature, vibrant entertainment and shopping, and the largest public school system in the state all make for a great place to live.

**Healthcare:** Home to three major medical centers, your health is in good hands in the Triangle. Durham and Chapel Hill are home to two of the nation's top medical teaching and research hospitals, Duke University and UNC respectively, while Raleigh is home to WakeMed Health & Hospitals. In addition, the US Department of Veteran's Affairs maintains the Durham VA Medical Center.

**Education:** Within Wake, Durham, and Orange Counties, there are four separate K-12 public school systems: Wake County Public School System, Durham County Public Schools, Orange County School District, and Chapel Hill-Carrboro City Schools. These systems enroll a combined 213,000 students and offer an incredible range of educational opportunities. There are also nearly 50 charter schools and over 100 private schools, as well as international schools. For those looking for a non-traditional route, the area offers accredited Montessori, Waldorf, and Emerson schools.

**Diversity in the Triangle:** One of the most unique and valuable aspects of the Triangle is its diversity and marked focus on diversity, equity, and inclusion within the school and business communities. Here you'll find people working hard to foster and support inclusive spaces across race, gender, LGBTQ, veterans, and disability.

**Safety:** Raleigh and its surrounding communities regularly top the lists of community safety rankings, including being named WalletHub's 3rd safest state capitol, and 8th safest city, in the U.S. Nearby Cary ranks #4 on MoneyGeek's safest cities in America.



DIVERSE  
EXPANSIVE  
AFFORDABLE  
HOME



# THE PRESIDENT

## REPORTING RELATIONSHIPS

The President is appointed by, and reports directly to, the State Board of Community Colleges. Positions reporting to the President include Chief of Staff/Executive V.P.; Sr. V.P./Chief Academic Officer; Sr. V.P./Chief Information Officer; General Counsel; V.P. of Strategic Initiatives; V.P. of Economic Development; V.P. Business and Finance/CFO; Director of Government Relations; and an Executive Assistant. Overall, the President provides leadership for the System's approximately 200 employees.

## OVERVIEW OF RESPONSIBILITIES

The President serves as the Chief Administrative Officer of the NC Community College System with responsibility for ensuring the success of the System's mission; attainment of strategic goals; fiscal stability, integrity, and sustainability; and personnel/talent acquisition, development, and retention. The new President should become personally invested in the future of education in North Carolina. In doing so, the President will be expected to continue to raise the profile of the NC community colleges and promote the mission and value proposition of the System. In providing this leadership, the President works closely with the State Board of Community Colleges in developing, communicating, and executing a strategy consistent with the overall mission of NCCCS. As such, the President serves an exceptional group of community colleges committed to being responsive and innovative catalysts serving North Carolina's students, businesses, and communities.

The President is expected to develop, build/nurture, and maintain significant, productive relationships with a wide variety of stakeholders, including but not limited to: System employees; the Presidents, Boards, and other leadership of the community colleges; donors; state, regional, and local community and business leaders; state and local governmental and educational leaders, including the North Carolina General Assembly and Governor; corporate partners; and foundations. Integral in these relationships will be the relationship with the NC Community Colleges Foundation whose purpose is to support the mission of the community college system through a variety of initiatives, including but not limited to: providing an alternative vehicle for contributions of funds to support programs, services, and activities that are not being funded adequately through traditional resources; broadening the base of the community college system's support; lending support and prestige to fund raising efforts of the institutions within the system; and communicating to the public the community college system's mission and responsiveness to local needs.

# DESIRED TRAITS, SKILLS, & QUALIFICATIONS

The NC State Board of Community Colleges is seeking an individual who possesses, or can quickly gain, a thorough understanding of the NCCCS, its mission, and its philosophy. The candidate of choice will be a creative, visionary, experienced leader of high energy, exemplary personal integrity, and professional ethics, and should possess the ability to work with and respect a constituency of diverse needs and interests.

**More specifically, desired traits, skills, and qualifications include the following:**

- › Strong preference for at least five years of senior leadership experience in a community college system college and/or in public higher education; or ten years of senior leadership experience in a government organization, nonprofit organization, or private sector business environment.
- › Excellent understanding of the value of public higher education, as well as a commitment to open-access, affordability, and academic excellence.
- › Strong preference for demonstrated success in working with a board formulating policy, guidelines, budgeting, and management
- › An understanding of the importance of the ability to build strong legislative relationships.
- › Exhibits, or can quickly gain, a thorough understanding of, and commitment to, the mission and philosophy of the System.
- › Ability to build and sustain strong relationships and trust among all partners inside and outside of the System, including K-12 schools, the University of North Carolina System, North Carolina Independent Colleges and Universities, community college trustees and presidents, businesses, civic organizations, and community groups.
- › Strong preference for a demonstrated ability to secure private donations to support System-wide initiatives.
- › Understanding of the changing demographics of North Carolina and the ability to lead and support the System to enhance its diversity, equity, and inclusion.
- › Proven ability to build and inspire effective and cohesive teams that advance strategic initiatives and legislative priorities.
- › Superior interpersonal skills, approachability, and a proven ability to handle multiple competing demands.
- › Open communications style with strong listening, writing, and speaking skills.
- › Collaborative leadership style that can build consensus inside the System and with outside partners/stakeholders.
- › The ability to lead changes and adapt to emerging national, state, and local educational issues.
- › An understanding of current opportunities and challenges facing the System, and the ability to articulate a clear vision for the future of the System.
- › Appropriate academic credentials; strong preference for a terminal degree; however, interested individuals with outstanding success in business or a professional career are encouraged to apply.

# COMPENSATION

Compensation will be commensurate with experience including a competitive base salary and a competitive benefits package.

## TAKE ACTION

To make a nomination, provide a referral, or for additional information, please use the contact information below. While applications and nominations will be accepted until a successful candidate has been appointed, interested individuals are encouraged to submit their materials as soon as possible for full consideration as review of submitted materials will begin immediately.

The preferred start date is May 31, 2023, or as soon as possible.

### APPLY

**Please submit a resume and/or vita, and cover letter, to:**

NCCCSPresident@buffkinbaker.com

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*NCCCS does not discriminate against employees, students, or applicants on the basis of race, color, gender, sex, sexual orientation, gender identity, gender expression/association, national origin, age, height, weight, religion, creed, genetic information, disability or veteran's status, as identified and defined by law in employment, admissions, and educational programs and activities. Minorities/Women/Veterans/those with disabilities are encouraged to apply.*



### FOR QUESTIONS:

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# NC COMMUNITY COLLEGES

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